

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL NOTE

HB 596 - SB 647

March 10, 2023

SUMMARY OF BILL: Establishes the *No Quit Act* (Act). Requires an employer to provide a written document to an employee whom they have asked to voluntarily resign.

Requires document to include:

- Information on the rights, privileges, and benefits the employee loses if they voluntarily resign; and
- A space for the employee to sign if such employee voluntarily resigns, acknowledging that the employee received the required notice and that such resignation is temporary.

Prohibits an employer from accepting or recognizing a resignation made in response to an employer's request until the employer provides the request and written confirmation is provided by the respective employee. Requires the employer, upon signing such document, to provide a copy of the signed notice and keep the signed notice or copy on file for a minimum of six months from the date on which the employee provided signature.

Authorizes an employee to file a complaint for violation of the Act with the Commissioner of the Department of Labor and Workforce Development (DLWD). Requires DLWD to allow such complaint to be filed through a form on the department's website. Requires the Commissioner to provide a warning to an employer for the first two violations of this act; provided that such violations were not made knowingly or willingly. Further provides the Commissioner to promulgate rules providing the penalty for a violation of this act that is made knowingly, willingly, or subsequently to a second violation.

FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- The DLWD can establish a form online for the specific violation created by this act and can promulgate rules, including a penalty for a violation of this act, as applicable, utilizing existing resources.
- The number of violations that the DLWD will receive through their website and the type of penalty that will be enforced upon an employer found to be in violation are unknown.
- However, any revenue collected from monetary penalties enforced as a result of this Act is estimated to be not significant.

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- It is assumed that all state and local government entities will abide by the provisions of the Act and will not be liable for any penalty promulgated.

IMPACT TO COMMERCE:

NOT SIGNIFICANT

Assumption:

- This legislation is estimated to result in additional penalties against employers in violation of this act. However, any increase in monetary penalties paid by businesses found in violations of this Act is estimated to be not significant.

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink that reads "Krista Lee Carsner". The signature is written in a cursive, flowing style.

Krista Lee Carsner, Executive Director

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